

Teacher Employment Contract Policies

Does state policy allow collective bargaining?

July 2020

This information was gathered from state statute, regulation and case law. This metric captures whether teachers are granted the right to collective bargaining. View the full 50-State Comparison: Teacher Employment Contract Policies [here](#).

STATE	DOES STATE POLICY ALLOW COLLECTIVE BARGAINING?	CITATION
Alabama	Yes.	Ala. Code § 16-1-30
Alaska	Yes.	Alaska Stat. Ann. § 23.40.070
Arizona	No.	AG Opinion: Ariz. Att'y Gen. Op. I06-004
Arkansas	Yes.	Ark. Code Ann. § 6-17-202
California	Yes.	Cal. Gov't Code § 3540
Colorado	Yes.	Case Law: Littleton Educ. Ass'n v. Arapahoe County Sch. Dist., No. 6, 191 Colo. 411, 553 P.2d 793 (1976) Colo. Rev. Stat. Ann. § 8-2-101 Colo. Rev. Stat. Ann. § 8-3-106
Connecticut	Yes.	Conn. Gen. Stat. Ann. § 10-153d
Delaware	Yes.	Del. Code Ann. tit. 14, § 4001
District of Columbia	Yes.	D.C. Code: § 1-617.01
Florida	Yes.	Fla. Stat. Ann. § 447.201
Georgia	No.	Ga. Code Ann. § 20-2-989.10
Hawaii	Yes.	Haw. Rev. Stat. § 89-9

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Idaho	Yes.	Idaho Code Ann. § 33-1271
Illinois	Yes.	115 Ill. Comp. Stat. Ann. 5/1
Indiana	Yes.	IC 20-29-1-1
Iowa	Yes.	Iowa Code Ann. § 20.9
Kansas	Yes.	Kan. Stat. Ann. § 72-2228
Kentucky	Yes.	Ky. Rev. Stat. Ann. § 336.130
Louisiana	Yes.	La. Stat. Ann. § 23:822
Maine	Yes.	Me. Rev. Stat. tit. 26, § 961
Maryland	Yes.	Md. Code Ann., Educ. § 6-408
Massachusetts	Yes.	Mass. Gen. Laws Ann. ch. 150E, § 2 et seq.
Michigan	Yes.	Mich. Comp. Laws Ann. § 423.201
Minnesota	Yes.	Minn. Stat. Ann. § 179A.01
Mississippi	Yes.	Case Law: Jackson v Hazelhurst, 427 So.2d 134, 137 (Miss. 1983)
Missouri	Yes.	Case Law: Independence-National Education Association v. Independence School District Mo. Ann. Stat. § 105.500 et seq.
Montana	Yes.	Mont. Code Ann. § 39-31-101
Nebraska	Yes.	Neb. Rev. Stat. Ann. § 48-801 et seq.
Nevada	Yes.	Nev. Rev. Stat. Ann. § 288.032
New Hampshire	Yes.	N.H. Rev. Stat. Ann. § 273-A:3
New Jersey	Yes.	N.J. Stat. Ann. § 34:13A-1
New Mexico	Yes.	N.M. Stat. Ann. § 10-7E-5
New York	Yes.	N.Y. Civ. Serv. Law § 200
North Carolina	No.	N.C. Gen. Stat. Ann. § 95-98

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North Dakota	Yes.	N.D. Cent. Code Ann. § 15.1-16-11
Ohio	Yes.	Ohio Rev. Code Ann. § 4117
Oklahoma	Yes.	Okl. Stat. Ann. tit. 70, § 509.1
Oregon	Yes.	Or. Rev. Stat. Ann. § 243.650
Pennsylvania	Yes.	43 Pa. Stat. Ann. § 1101.401 24 Pa. Stat. Ann. § 11-1133
Puerto Rico	Yes.	§ 1451a Definitions, 3 L.P.R.A. § 1451a et seq.
Rhode Island	Yes.	28 R.I. Gen. Laws Ann. § 28-9.3-1
South Carolina	No.	S.C. Code Ann. § 41-7-10 et seq.
South Dakota	Yes.	S.D. Codified Laws § 3-18-1
Tennessee	Yes.	Tenn. Code Ann. § 49-5-605
Texas	No.	Tex. Gov't Code Ann. § 617.002 Tex. Gov't Code Ann. § 617.0025
Utah	Yes.	Utah Code Ann. § 34-34-16
Vermont	Yes.	Vt. Stat. Ann. tit. 16, § 1991
Virginia	No.	Va. Code Ann. § 40.1-57.2
Washington	Yes.	Wash. Rev. Code Ann. § 41.59.060
West Virginia	Yes.	W. Va. Code R. 126-141-2
Wisconsin	Yes.	Wis. Stat. Ann. § 111.70 Wis. Stat. Ann. § 118.223
Wyoming	Yes.	Wyo. Stat. Ann. § 21-3-111